

If you have printed this bid from the City of Quincy's Website or through an email, it is your responsibility to check for addenda at www.quincyma.gov before you turn in your proposal.

"Please send an acknowledgment that you have printed out this bid via email to;

kimtrillcott@quincyma.gov" The City of Quincy will not be responsible for any bids received omitting any addenda acknowledgement.

Thank you



INVITATION TO BID

CITY OF QUINCY, MASSACHUSETTS
PURCHASING DEPARTMENT
1305 HANCOCK ST.
QUINCY, MA 02169

BUILDING MAINT. 3 - ON-CALL TRADES SERVICES JUNE 11, 2020

The City of Quincy invites sealed bids for:

- | | |
|--|-------------------|
| 1.) <u>Ceramic/Stone/Porcelain Flooring & Wall Services</u> | 11:30 A.M. |
| 2.) Resilient Flooring & Carpeting Installation Services | 11:45 A.M. |
| 3.) Spray On Acoustical and Thermal Insulation Contractors | 12:00 P.M. |

This Invitation to Bid is made in accordance with M.G.L. Chapter 149. All work later awarded pursuant to any one or more contracts entered into pursuant to this ITB is subject to said Chapter 149, as applicable, including prevailing wages and certified payrolls.

All vendors will need to possess a valid Massachusetts license in their respective trades. Contracts will be nonexclusive. Multiple vendors may be awarded in these contracts if it is deemed in the best interest of the City of Quincy to do so.

The work will include providing all labor, materials, equipment, tools, and supervision necessary for maintenance, repair and install of devices, parts and equipment for all City and School owned buildings as directed by the Commissioner of Public Buildings.

Detailed specifications are available on-line at the City of Quincy's website, www.quincyma.gov and also available at the office of the Purchasing Agent, Quincy City Hall, 1305 Hancock Street, Quincy, Massachusetts, 02169, between the hours of 8:30 AM and 4:30 PM

All questions regarding this bid should be directed to Kathryn R. Logan, Purchasing Agent through an email to: purchasing@quincyma.gov ***Questions will be accepted until June 5, 2020 at 12:00 p.m.***

Bid must be in a sealed envelope. The outside of the sealed envelope is to be clearly marked "BID ENCLOSED" with time/date of bid call.

Firm bid prices will be given first consideration. Bids/Proposals will be received at the office of the Purchasing Agent until the time and date stated above, at which time and date they will be publicly opened and read. Late Bids/Proposals, delivered by mail or in person, will be rejected. *Contracts will be for the term of one year with the option for two additional one year renewals if mutually agreed upon by both parties.*

If applicable, bids shall be in accordance with M.G.L. Chapter 30B, Chapter 149 as amended, and Chapter 30, Sections 39A, 39B and 39F-R.

The right is reserved to reject any or all bids or to accept any part of a bid or the one deemed best for the City and waive any informality in the bidding if it is in the best interest of the City to do so.

Thomas P. Koch, MAYOR
Kathryn R. Logan, PURCHASING AGENT
Paul J. Hines, Commissioner of Public Buildings

CITY OF QUINCY
INVITATION TO BID AND SPECIFICATIONS FOR
On-Call Ceramic/Stone/Porcelain Flooring & Wall Services
Massachusetts General Law Chapter 149
“JUNE 11, 2020 @ 11:30 A.M.”

I. General Purpose

This bid is solicited for the purpose of procuring emergency, preventative, and routine **Ceramic/Stone/Porcelain Flooring & Wall Services** Repair, Maintenance and Replacements, with some new construction, to be provided to the City of Quincy acting through its Department of Public Buildings for both School and Municipal Buildings and Facilities for a minimum of one year with the option to extend annually for two additional one year periods. These same services may be provided to other Departments of the City of Quincy under the contemplated contract or contracts with the approval of the Commissioner of the Department of Public Buildings.

II. Scope of Work

Provide all labor, materials, equipment, tools, supervision and all other things necessary for maintenance and repair of buildings or building systems and equipment for Municipal and School buildings as directed by the Commissioner of the Department of Public Buildings, or is designee, ("DPB" or "Commissioner") in accordance with the requirements and needs of the City of Quincy ("City").

A. General Requirements

- 1) Contractor shall furnish all labor, materials, equipment, supplies, staging and trucking as required for work in all buildings in accordance with all specifications
- 2) Prices submitted on bid forms will be effective for one year from the date of the execution of a contract and can be extended for two (2) additional one (1) year periods by written agreement between the City and the successful bidder. The contemplated contract resulting from this Invitation to Bid ("ITB") is an “on-call” repair/replacement/maintenance contract and new work, all on a time and materials basis or under a written proposal as determined by the DPB and no specific guarantee as to the total value of the contract is made.
- 3) Contractor must certify that all employees on the worksite have successfully completed at least 10 hours of OSHA approved training, pursuant to M.G.L. c. 30, 39S.
- 4) Contractor shall obtain all permits, inspections, licenses, and certificates required for work. All work shall be performed in strict conformity with all laws, regulations, and ordinances of the federal, state, and municipal governments and all departments and bureaus thereof having jurisdiction. All permit fees for local permits issued by the City of Quincy for work under the contemplated contract shall be waived.

- 5) All work shall be authorized by the Commissioner through the issuance of a work order. Work under a specific work order shall begin and end upon the recording by a representative of the DPB of the arrival and departure time of the contractor at the jobsite. It shall be incumbent upon the contractor to notify the DPB of their arrival at and departure from the jobsite. A copy of the service report (including date of work, start time and finish time, name(s) of person(s) performing work and time each person worked, brief description of the work, name and number of parts repaired or replaced, and recommendations or comments pertaining to the condition or operation of the equipment) shall be left at the jobsite upon the completion of the work. All repairs, adjustments, and alterations to the systems covered by this contract are subject to the owner's approval.
- 6) For repairs and maintenance work, all parts and/or materials used are to be exact duplicate, or an approved substitute of the original used and/or specified by the manufacturer of the equipment and agreed to by DPB, and in every case, guaranteed as per manufacturer's specification(s). All materials and equipment supplied by the contractor must be free of any lien, claim, or encumbrance.
- 7) Contractor shall provide red-line corrections on as-built drawings when available upon completion of work when appropriate.
- 8) Contractors will provide a recommended schedule of preventative maintenance for all work/systems repaired or installed upon request. Work will not be undertaken until authorized by the DPB.
- 9) Inspections and planned work are to be made 7:00a.m. through 4:00 p.m., Monday through Friday. The DPB may authorize work outside of these hours or days.
- 10) Rates shall include all travel, truck and mileage costs. No separate travel, truck, fuel, mileage or equipment charges will be accepted. No other method or items of compensation shall be paid other than on the basis specified herein and submitted on the submitted Bid Form.
- 11) Invoicing for all work must be done at least monthly and must be accompanied by copies of original bills for material used. Invoices must indicate separate charges for labor and materials and material charges must be itemized. The contractor may only invoice for parts that have been furnished and installed; parts on order shall not be billed prior to installation. All invoices shall reference the relevant work order number for the authorized work. Monthly payroll reporting forms for prevailing wage rates and signed statement of compliance must be submitted with all invoices. No invoices will be processed for payment without the above referenced documentation. The City reserves the right to audit vouchers for material to determine proper pricing.
- 12) Invoicing for work performed during a specific fiscal year must be submitted before the end of that fiscal year. Work performed at or near the end of any fiscal

year of June 30th, must be invoiced immediately and in any case, before August 1 of the same calendar year. Under municipal finance law, payments may not be made if invoices are submitted after August 1st.

- 13) Purchases made by the City are exempt from state sales tax and federal excise taxes and materials invoiced to the City must exclude such taxes. Tax exemption certificates will be furnished upon request.
- 14) All workmanship by the successful bidder shall be guaranteed against failure or defects during normal use for a period of one (1) year from the date of completion of the work. All materials and parts supplied by the successful bidder will have the standard manufacturers' warranties. Contractor(s) shall provide all equipment warranty documentation to the City. Any defective materials, equipment or parts supplied by the contractor shall be replaced at no cost to the City.
- 15) The contractor shall, without expense to the City, maintain during the term of the agreement the following insurance coverage's with the specified limits:
 - a. Bodily injury liability insurance, including accidental death, with limits of not less than \$500,000 for each occurrence and \$1,000,000 aggregate.
 - b. Property damage liability insurance with a limit of not less than \$1,000,000 per occurrence and \$5,000,000 aggregate.
 - c. If automotive equipment is used in the operation, automotive bodily injury and property damage combined insurance of not less than \$500,000 for each occurrence.
 - d. Workers Compensation and Employer's Liability Insurance as required by Massachusetts General Laws. Ch 152 and 25C, including both statutory lines and Coverage B.

The City shall be named as an additional insured on the entire policy with respect to liability. The Insurance Certificate must be written in the name of the City of Quincy as an additional insured. The certificate must have the endorsement of the insurance agency. The policy must contain a notation that the insurer will give 10 days' notice to the City prior to cancellation, change, or non-renewal of the policy. Notice of occurrence or incident is to be given to the Commissioner. All carriers must have an A.M. Best rating of A or better. The City reserves the right, in its sole discretion, to amend the insurance requirements as set forth above.

- 16) The contractor must supply all applicable MSDS forms as requested by the City. Pursuant to MGL Chapter 111F, Sections 8-10, any vendor who receives a contract resulting from this invitation agrees to submit a Material Safety Data Sheet for each toxic or hazardous substance or mixture containing such substance when deliveries are made. The contractor agrees to comply with all requirements set forth in the pertinent laws.

- 17) The contractor will sign in at the front office of each building and shall notify the building custodian prior to performing work during normal work hours. After hours, the contractor will be given directions from the DPB on building procedures as needed.
- 18) Contractors shall keep all exterior doors locked and not propped ajar or dogged open. Any property damaged by the contractor in carrying out the provisions of this contract shall be restored to its original condition by and at the expense of the contractor. The DPB shall hold the contractor responsible for any property that is lost or stolen during the execution of the work. The contractor shall prohibit his employees from smoking while on City property, and shall be held responsible for any damage caused by smoking by any employees.
- 19) All materials, supplies, tools, ladders and debris shall be cleared away or cleaned up as appropriate immediately upon ending work for a day and when finishing a work project, and all such things shall be removed from the building, leaving the premises in a swept-clean condition.
- 20) Contractor is to be mindful of building occupants and must keep occupied work areas clear and free from hazards.
- 21) All contractor personnel and/or subcontractors must have passed and have current Massachusetts CORI requirements and Federal fingerprinting requirements for working in occupied school buildings.

B. Detailed Specifications

- 1) The contractor must be a qualified, appropriately licensed by the Commonwealth in the field employed or the trade undertaken. The contractor must have a minimum of 5 years' licensed or certified experience in the subject trade. The contractor shall use only trained and licensed or certified personnel to perform the services, directly employed and supervised by him/her.
- 2) All contractor personnel shall have a copy of all required certifications and licenses on their person when on City property. All persons operating a motor vehicle on public ways or off of public ways and on City property must possess a current valid driver's license to operate a motor vehicle.
- 3) Work will be performed on an on-call basis or as otherwise needed as determined by DPB. Response time for regular service calls must be within four (4) hours and for emergency calls within two (2) hours, unless otherwise agreed to by DPB. The contractor must be available on a 24-hour basis in case of emergencies and shall employ an answering service or cellular telephone capable of reaching a service person twenty-four (24) hours a day, seven days a week. Answering machines and pager units are not acceptable. In order to be deemed capable of complying with these response time requirements, a firm must have a physical

"brick and mortar' office or shop within 30 mile of Quincy City Hall - 1305 Hancock Street - "as the crow flies."

- 4) The contractor shall give personal supervision to the work and shall employ a competent tradesman during the progress of the work. A contractor shall employ an efficient number of competent workmen who are experienced thoroughly in this type of work. It will be presumed that most jobs will require only one worker. Where more than one worker will be on the job, there must be advance agreement between the DPB and A Contractor.
- 5) A contractor shall be required to be available during the working day, at times mutually convenient to the contractor and DPB for consultation regarding potential work, to visit work locations, and to prepare estimates. If requested by the DPB, the contractor will supply a proposal or written estimate of work to be done. There shall be no fee charged for any such estimate.
- 6) If a contractor finds upon examination of the assigned job, that the work will be more extensive than originally ordered, he should contact the DPB or his/her designee within 24 hours for authorization to proceed with the additional work.
- 7) The City reserves the right to purchase equipment and material to be installed under this contract.
- 8) A contractor may employ for his own use the present electrical and water services in a building or facility, if any, in order to perform the work. A contractor shall be held responsible for all damages to such services or equipment, or damage caused by such services, if such damage were by reason of his or his subcontractors' use of such services or equipment.
- 9) The initial contract term shall be for one (1) year from on or about June 30, 2020 through and including June 30, 2021. The City shall have the sole option to extend the contract for up to two (2) additional one (1) year terms at the same rates quoted on the Bid Form. Contract obligation on the part of the City is subject to annual appropriation.
- 10) The prevailing wage rates, as determined by the Massachusetts Department of Labor and Workforce Development and any amendments are applicable to any work performed under the contemplated contract by the contractor.
- 11) Buildings covered under this contract shall include, but not be limited to:

Police Headquarters

QFD Eng. 1 - Headquarters

City Hall Annex

City Hall (1844)

Coddington Hall (QPS Admin.)

QFD Eng. 2 -- Atlantic (No. Quincy)
QFD Eng. 3 -- Quincy Point
QFD Eng. 4 -- Wollaston
QFD Eng. 5 -- West Quincy
QFD Eng. 6 -- Hough's Neck
QFD Eng. 7 -- Squantum
QFD Eng. 8 -- Germantown
QFD - Shipyard Maint. Fac.
DPW - Admin. 55 Sea Street
DPW - Repair Garage
DPW- Fueling Facility
DPW- Storage / Garage
DPW - Carpentry Shop
DPW - Salt Shed
Park + Rec. - Admin. + Emergency Mgt.
Park + Rec. - Garage
Park + Rec. - Storage/Wrkshp.
Kennedy Center
Fore River Club House
Veteran's Bldg
TCPLibrary - Washington St.
TCPL - N.Q.
TCPL - Wollaston
TCPL - Adams Shore
Broad St. Animal Shelter
Pine Hill Cemetery - Garage
Pine Hill Cemetery - Office
Mt. Wollaston Cemetery
Mt. Wollaston Cemetery-Garage
Souther Tide Mill
HN - Maritime Center
HN - Boat House
Dog Pound
Father Bills
Wd 1 Community & Manet Center
Della Chiesa, ECC
Atherton Hough School
Beechwood Knoll School
Charles Bernazzani School
Lincoln-Hancock Community School
Clifford Marshall School
Merrymount School
Montclair School
Francis W. Parker School

Snug Harbor Community School
Squantum School
Wollaston School
Atlantic Middle School
Broad Meadows Middle School
Point-Webster Middle School
South~West Middle School
Central Middle School
North Quincy High School
GOALS
Quincy High School
Bus Garage
Veterans Memorial Stadium

The City reserves the right to add or delete to this list at any time.

Bid Requirements:

- 1) ***A Bid Bond, Certified or Cashier's Check in the amount of \$1,000.00 made payable to the City of Quincy must accompany each bid.*** Unsuccessful bidders' bonds will be returned immediately following the award to the successful bidder.
- 2) The bid proposal must be filled out on the Bid Form prescribed and included with this Invitation to Bid. It should be fully completed and enclosed in a sealed envelope which shall have written on the outside, "BIDS" and shall indicate the title "On-Call Service Contract" and also the trade name of "**On-Call Ceramic/Stone/Porcelain Flooring & Wall Services**" as well as the name and address of the bidder. If any one or more items on the Bid Form are not relevant or are not applicable - a notation of "Not Applicable" or "N/A" must be marked in the respective response line.
- 3) In case of perceived ambiguity, inconsistency, error or omission in any ITB bid document, or a conflict between the provisions of a bidding law or regulation and the ITB bid documents, then the bidder is required to draw such matters to the attention of the City through its Purchasing Director, Kathryn Logan at klogan@quincyma.gov. The City will then clarify the situation as to the true intended interpretation, and shall notify each and every person who is on record as having received the bid documents of this ITB through the issuance of an Addendum to the ITB bid documents. The City will not be held responsible for any oral instructions or changes to the ITB bid documents. If a bidder fails to draw such a matters to the attention of the City, as required herein, then his bid conclusively will be presumed to have been based upon the interpretation which may be given subsequently by the City, or, if such conflict is with a law or regulation, the bid conclusively is presumed to be predicated upon full compliance with such law or regulation.

- 4) This is an Invitation to Bid ("ITB") and is NOT a request for proposals. A bidder must meet the minimum stated requirements, and shall be evaluated based upon the requirements herein. The City reserves the right to award more than one contract under this ITB.
- 5) Any questions regarding this solicitation or specifications must be in writing to the City through its Purchasing Director, Kathryn Logan at purchasing@quincyma.gov no later than 12pm on June 5, 2020. If appropriate, the Director may generate an amendment to the ITB bid documents.
- 6) A bidder is to familiarize himself thoroughly with all the documents making up this ITB, as it is to be conclusively understood that all bids are based upon full compliance with the various provisions contained in this ITB bid documents and any issued Addenda. These same documents will be incorporated into the contract documents.
- 7) A bidder must sign and submit with the Bid Form the certificates as to corporate/signatory authority, non-collusion, tax compliance, de-barrment and Certification regarding OSHA Training, each included with the ITB bid documents and a bidder must include each with the Bid Form in the above described sealed envelope containing the completed Bid Form.
- 8) No bid received after the closing time and date established in this ITB for the receipt of bids will be considered regardless of the cause for delay.
- 9) A bidder may correct, modify, or withdraw a bid by submission of a sealed, written notice clearly marked as a correction, modification, or withdrawal and received by the City through its Purchasing Director, Kathryn Logan, prior to the deadline for submission in this ITB and time and date set for the bid opening.
- 10) Bidders are required to complete and submit the Qualification and Reference Forms provided in this bid package in accordance with the instructions printed herein, and must include them with the Bid Form in the above described sealed envelope containing the completed Bid Form.

Rule for Award:

- 1) The pricing of labor, materials (including any and all markup) as well as experience, qualifications and references of a bidder will be used to evaluate bids.
- 2) A successful bidder must have demonstrated experience performing similar services for commercial properties, municipalities or school districts over the past five years.
- 3) In order to be responsible and responsive to this ITB, each bidder must have:

- a. Five (5) or more years in the Resilient Flooring & Carpeting Services industry and must hold all required licenses from the Commonwealth of Massachusetts;
- b. Possess a fleet of vehicles and licensed personnel capable of responding within the required response time(s); and,
- c. Three (3) commercial, municipal or school district references indicating the bidder's services, quality of work, response times, personnel qualifications, business and billing office competence, equipment and parts locating ability and pricing ability.

Any certifications and/or licenses of personnel intended to be performing services under the contemplated contract must have such license on their person at all time while performing under the contemplated contract(s).

- 4) A successful bidder must possess adequate labor, equipment, engineering, and management capabilities to effectively service this contract over the anticipated term, including all renewal options.
- 5) The availability and proximity of a contractor's prime business location, as well as experience with school and municipal building work, shall be considered by the City as affecting that contractor's ability to timely respond as required to the City.
- 6) Items or services equaling or exceeding the specifications will be considered as meeting the specifications.
- 7) Bids submitted pursuant to this ITB will be reviewed and evaluated pursuant to standards required by MGL Chapter 149, considering a responsible and eligible bidder's pricing structure, first in regard to overall cost.
- 8) Failure to comply with any of the above Bid Requirements or Rules of Award or any other requirement or specifications will be justification to reject any bid as incomplete.
- 9) The City reserves the right to award a contract pursuant to this ITB to more than one responsive responsible bidder from among the bidders.
- 10) The City reserves the right to not award any contract under this ITB.

Contract Terms and Conditions:

- 1) The contractor shall indemnify and hold harmless the City, and all of its officers, agents and employees against all suits, claims, and liabilities of every name and nature for any injuries to persons or damage to property arising out of or relating to any acts of, or failure to act by, the Contractor, his/her

employees, agents, or subcontractors, in the performance of the work of this contract or failure to comply with the terms and conditions of the contract.

- 2) The City reserves the right to cancel the contract on fifteen (15) days notice and to award the contract to the next lowest bidder on evidence of the contractor's failure to perform in accordance with specifications, and the contractor shall have no legal recourse or claim against the City.
- 3) The City may cancel this contract at any time without cause upon thirty days prior notice. The City may cancel this contract at any time for just cause upon 24-hours written notice. Upon termination, the Contractor is only entitled to be paid for work performed and completed and not for lost profits and/or any indirect overhead costs.
- 4) The contractor shall conform to all requirements of federal, state, and local laws, including OSHA standards and prevailing wage laws.
- 5) Copies of all certifications and licenses for personnel utilized during the term of the contract, or the extended term of the contract, must be updated, kept current and maintained on-file with the DPB.
- 6) There must be no assignment of a contract awarded under this ITB to third parties unless expressly agreed to in writing by the DPB, and any such assignment must be on identical terms to the contract excepting only the responsible contractor.
- 7) The selected contractor(s) shall provide blanket performance bonds and materials/payment bonds each in the amount of \$1,000.00 to the City, issued by a surety satisfactory to the City, with a signed contract for the term of the contemplated contract. Neither the value of such bonds, nor any potential or estimated value of each contemplated contract shall in any way require the City to place service, repair, maintenance, replacement orders or new work up to such amounts during any term of the contemplated contract(s). Should any one project undertaken under a contract awarded as contemplated by this ITB should exceed the thresholds stated in MGL Chapter 149, the contractor shall provide - at the expense of the City of Quincy - any required payment or performance bonds.
- 8) By submitting a bid, the contractor agrees to execute the contract, provide the insurance certificates, bonds, and other required documents, and to commence work within the time limits specified herein.
- 9) The contract shall be considered to include all terms and conditions required to be included in it by Massachusetts law, as amended, as though such laws were set forth in full therein.

Bid Form

A response to this Invitation to Bid must be made utilizing this Bid Form.

Complete all sections. If a section is not relevant or does not apply, indicate "Not Applicable" or "N/A" in the appropriate response line.

Leave no response line blank.

Include with your Bid Form any document, license, form or other matter as directed in this Invitation to Bid

A. Contract Agreement

The undersigned proposes to furnish all labor, materials and services as is required for this contract for buildings and other facilities owned and operated by the City of Quincy in accordance with the accompanying specifications, requirements, and all provisions, terms and conditions contained in the ITB for **On-Call Ceramic/Stone/Porcelain Flooring & Wall Services** for the contract prices specified below:

Respondent Entity Name: _____

Signature: _____

Name (Printed): _____

Title: _____ Date: _____

B. References and Qualifications

1. Do you have at least five (5) years demonstrated experience performing similar services for commercial properties, municipalities or school districts?

_____ Yes _____ No

2. Can you respond to normal service calls within four (4) hours?

_____ Yes _____ No

3. Can you respond to emergency calls within two (2) hours?

_____ Yes _____ No

4. Do you have the vehicles and licensed personnel capable of performing the requested services within the required response time?

_____ Yes _____ No

5. Do you possess adequate labor, equipment, and management capabilities to effectively service this contract over the anticipated term, including all renewal options?

_____ Yes _____ No

6. What is the address of your facility that is claimed to be located within 30 miles of 1305 Hancock Street, Quincy, by straight line or "as the crow flies?"
May we visit this facility?

_____ Yes _____ No

7. Have you or your firm ever been terminated on an awarded contract, or have you ever otherwise failed to complete any work awarded?

_____ Yes _____ No

If "yes," attach a description of the circumstances on a separate sheet and include it with the Bid Form and title it "B-7 Continuation Sheet."

8. Please list the names of three (3) commercial properties, municipalities or school districts that you have provided similar services to within the last three (3) years.

1.) Commercial Property/Municipality/District:

Contact Name: _____ Phone: _____

Address: _____

Contract Term _____ Total Value: _____

2.) Commercial Property/Municipality/District:

Contact Name: _____ Phone: _____

Address: _____

Contract Term _____ Total Value: _____

3.) **Commercial Property/Municipality/District:**

Contact Name: _____ Phone: _____

Address: _____

Contract Term _____ Total Value: _____

C. Pricing

Rates - Ceramic Walls & Flooring:

Labor only for installation per **square yard** \$ _____ x 1 sqyd

Off Hours

Monday – Friday 4:00 p.m. – 7:00 a.m. \$ _____ x 1 sqyd

Labor only for installation per **square yard**

Premium Off Hours

Saturdays, Sundays, Holidays \$ _____ x 1 sqyd

Labor only for installation per **square yard**

Rates - Stone Walls & Flooring:

Labor only for installation per **square yard** \$ _____ x 1 sqyd

Off Hours

Monday – Friday 4:00 p.m. – 7:00 a.m. \$ _____ x 1 sqyd

Labor only for installation per **square yard**

Premium Off Hours

Saturdays, Sundays, Holidays \$ _____ x 1 sqyd

Labor only for installation per **square yard**

Rates - Porcelain Walls & Flooring:

Labor only for installation per **square yard** \$ _____ x 1 sqyd

Off Hours

Monday – Friday 4:00 p.m. – 7:00 a.m. \$ _____ x 1 sqyd

Labor only for installation per **square yard**

Premium Off Hours

Saturdays, Sundays, Holidays \$ _____ x 1 sqyd
Labor only for installation per **square yard**

Rates Floor Surface Preparation - Labor Only:

Labor only for surface prep per **square yard** \$ _____ x 1 sqyd

Off Hours

Monday – Friday 4:00 p.m. – 7:00 a.m. \$ _____ x 1 sqyd
Labor only for surface preparation per **square yard**

Premium Off Hours

Saturdays, Sundays, Holidays \$ _____ x 1 sqyd
Labor only for surface preparation per **square yard**

All bidders are reminded that any work performed under contract pursuant to this ITB is subject to the Massachusetts Prevailing Wage laws.

C. Pricing CONTINUED

Contractor's Mark-Up:

The contractor will mark-up all supplies, materials and equipment per an agreed upon rate as shown below.

Mark-up = _____% per each dollar

Be advised that upon the award of any particular work awarded in excess of certain thresholds in Massachusetts General Law Chapter 149, per occurrence by the City of Quincy under a contract from this Invitation to Bid, that your firm will be required to provide to the City a performance bond and/or a payment bond based upon the value of the work then awarded. A payment bond or performance bond is NOT required to be provided with your response to this Invitation to Bid. The actual cost of any such payment bond or performance bond can be passed on to the City of Quincy - without mark up - when such bonds are required.

D. Non-Collusion Certificate

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Signature: _____ Date: _____

Print Name: _____

Title: _____

Name of Business: _____

E. Non-Debarment Certificate

The undersigned certifies under penalties of perjury that the said undersigned is not presently debarred from doing public construction work in the Commonwealth of Massachusetts under the provisions of Section 29F of Chapter 29, or any other applicable debarment provisions of any other Chapter of the General Laws or any rule or regulation promulgated thereafter.

Signature: _____ Date: _____

Print Name: _____

Title: _____

Name of Business: _____

F. Tax Compliance Certificate

Pursuant to M.G.L. Chapter 62C, Chapter 49A, and Chapter 151A, Section 19A, I do hereby certify under the penalties of perjury that my company has filed all state tax returns and paid all taxes required by law and complied with all state laws pertaining to contributions to the unemployment compensation fund and to payments in lieu of contributions.

Signature: _____ Date: _____

Print Name: _____

Title: _____

Name of Business: _____

INDEMNITY AGREEMENT

In consideration of the award of Contract No. Ceramic/Stone/Porcelain Flooring & Wall Services
by the City of Quincy, hereinafter referred to as INDEMNITEE, to the CONTRACTOR/BIDDER:

hereinafter referred to as INDEMNITOR, and for other good and valuable consideration, said
INDEMNITOR agrees to hold INDEMNITEE, City of Quincy, and its various department and
employees harmless from any and all liability, loss or damage that INDEMNITEE may suffer as the
result of claims, demands, costs, including attorneys fees, or judgement or other actions against it by
reason of any and all work done by or on behalf of the INDEMNITOR in connection with the above-
referenced contract.

INDEMNITOR,

By Duly Authorized Agent

Date: _____.



CITY OF QUINCY
Purchasing Department
1305 Hancock Street, Quincy, MA 02169

Phone: 376-1060

Fax: 376-1074

SIGNATURE AUTHORIZATION

At a duly authorized meeting of the Board of Directors of the

(NAME OF CORPORATION)

held on _____, at which all the Directors were present or waived notice, it was
(DATE)

VOTED, that:

(NAME)

(OFFICER)

of this company, be and he/she hereby is authorized to execute Contracts and Bonds in the name and behalf of said Company, and affix its Corporate Seal thereto, and such execution of any Contract or obligation in this Company's name on its behalf by such _____ under seal of the Company, shall be valid
(OFFICER)

and binding upon this Company. It was further voted that the City of Quincy may rely on such authorization of future Contracts until notified to the contrary.

A true copy,

ATTEST: _____
(CLERK'S SIGNATURE)

PLACE OF BUSINESS: _____

DATE OF THIS CONTRACT: _____

I hereby certify that I am the Clerk of the:

_____ that _____ is the
(COMPANY) (NAME)

duly elected _____ of said Company, and that the above VOTE has not been
(TITLE)

amended or rescinded and remains in full force and effect as of the date of this Contract.

_____ CORPORATE SEAL



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

ROSALIN ACOSTA
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Depart of Public Buildings City of Quincy

Contract Number:

City/Town: QUINCY

Description of Work: Flooring replacement contract for all city owned buildings

Job Location: All city buildings

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.35	\$12.41	\$13.72	\$0.00	\$61.48
	06/01/2020	\$36.25	\$12.41	\$13.72	\$0.00	\$62.38
	08/01/2020	\$36.25	\$12.91	\$13.72	\$0.00	\$62.88
	12/01/2020	\$36.25	\$12.91	\$14.82	\$0.00	\$63.98
	06/01/2021	\$37.05	\$12.91	\$14.82	\$0.00	\$64.78
	08/01/2021	\$37.05	\$13.41	\$14.82	\$0.00	\$65.28
	12/01/2021	\$37.05	\$13.41	\$16.01	\$0.00	\$66.47
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.42	\$12.41	\$13.72	\$0.00	\$61.55
	06/01/2020	\$36.32	\$12.41	\$13.72	\$0.00	\$62.45
	08/01/2020	\$36.32	\$12.91	\$13.72	\$0.00	\$62.95
	12/01/2020	\$36.32	\$12.91	\$14.82	\$0.00	\$64.05
	06/01/2021	\$37.12	\$12.91	\$14.82	\$0.00	\$64.85
	08/01/2021	\$37.12	\$13.41	\$14.82	\$0.00	\$65.35
	12/01/2021	\$37.12	\$13.41	\$16.01	\$0.00	\$66.54
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.54	\$12.41	\$13.72	\$0.00	\$61.67
	06/01/2020	\$36.44	\$12.41	\$13.72	\$0.00	\$62.57
	08/01/2020	\$36.44	\$12.91	\$13.72	\$0.00	\$63.07
	12/01/2020	\$36.44	\$12.91	\$14.82	\$0.00	\$64.17
	06/01/2021	\$37.24	\$12.91	\$14.82	\$0.00	\$64.97
	08/01/2021	\$37.24	\$13.41	\$14.82	\$0.00	\$65.47
	12/01/2021	\$37.24	\$13.41	\$16.01	\$0.00	\$66.66
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						
AIR TRACK OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.90	\$8.10	\$16.60	\$0.00	\$64.60
	06/01/2020	\$39.90	\$8.60	\$17.09	\$0.00	\$65.59
	12/01/2020	\$40.88	\$8.60	\$17.09	\$0.00	\$66.57
	06/01/2021	\$41.90	\$8.60	\$17.09	\$0.00	\$67.59
	12/01/2021	\$42.91	\$8.60	\$17.09	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS REMOVER - PIPE / MECH. EQUIPT. <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	12/01/2019	\$37.00	\$12.50	\$8.85	\$0.00	\$58.35
	06/01/2020	\$38.00	\$12.50	\$8.85	\$0.00	\$59.35
	12/01/2020	\$39.00	\$12.50	\$8.85	\$0.00	\$60.35
ASPHALT RAKER <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.90	\$8.10	\$16.60	\$0.00	\$64.60
	06/01/2020	\$39.90	\$8.60	\$17.09	\$0.00	\$65.59
	12/01/2020	\$40.88	\$8.60	\$17.09	\$0.00	\$66.57
	06/01/2021	\$41.90	\$8.60	\$17.09	\$0.00	\$67.59
	12/01/2021	\$42.91	\$8.60	\$17.09	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER <i>BOILERMAKERS LOCAL 29</i>	01/01/2020	\$46.10	\$7.07	\$17.98	\$0.00	\$71.15

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
2	65	\$29.97	\$7.07	\$11.69	\$0.00	\$48.73
3	70	\$32.27	\$7.07	\$12.59	\$0.00	\$51.93
4	75	\$34.58	\$7.07	\$13.49	\$0.00	\$55.14
5	80	\$36.88	\$7.07	\$14.38	\$0.00	\$58.33
6	85	\$39.19	\$7.07	\$15.29	\$0.00	\$61.55
7	90	\$41.49	\$7.07	\$16.18	\$0.00	\$64.74
8	95	\$43.80	\$7.07	\$17.09	\$0.00	\$67.96

Notes:

Apprentice to Journeyworker Ratio:1:4

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) <i>BRICKLAYERS LOCAL 3 (QUINCY)</i>	02/01/2020	\$54.40	\$10.75	\$21.94	\$0.00	\$87.09
	08/01/2020	\$55.75	\$10.75	\$22.09	\$0.00	\$88.59
	02/01/2021	\$56.39	\$10.75	\$22.09	\$0.00	\$89.23
	08/01/2021	\$57.79	\$10.75	\$22.25	\$0.00	\$90.79
	02/01/2022	\$58.38	\$10.75	\$22.25	\$0.00	\$91.38

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Quincy

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.20	\$10.75	\$21.94	\$0.00	\$59.89
2	60	\$32.64	\$10.75	\$21.94	\$0.00	\$65.33
3	70	\$38.08	\$10.75	\$21.94	\$0.00	\$70.77
4	80	\$43.52	\$10.75	\$21.94	\$0.00	\$76.21
5	90	\$48.96	\$10.75	\$21.94	\$0.00	\$81.65

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.88	\$10.75	\$22.09	\$0.00	\$60.72
2	60	\$33.45	\$10.75	\$22.09	\$0.00	\$66.29
3	70	\$39.03	\$10.75	\$22.09	\$0.00	\$71.87
4	80	\$44.60	\$10.75	\$22.09	\$0.00	\$77.44
5	90	\$50.18	\$10.75	\$22.09	\$0.00	\$83.02

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2019	\$40.25	\$8.10	\$16.80	\$0.00	\$65.15
LABORERS - FOUNDATION AND MARINE	06/01/2020	\$40.30	\$8.60	\$17.24	\$0.00	\$66.14
	12/01/2020	\$41.28	\$8.60	\$17.24	\$0.00	\$67.12
	06/01/2021	\$42.30	\$8.60	\$17.24	\$0.00	\$68.14
	12/01/2021	\$43.31	\$8.60	\$17.24	\$0.00	\$69.15
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
LABORERS - FOUNDATION AND MARINE	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
LABORERS - FOUNDATION AND MARINE	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
LABORERS - ZONE 1	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

CARPENTER	03/01/2020	\$42.50	\$9.40	\$18.95	\$0.00	\$70.85
CARPENTERS -ZONE 2 (Eastern Massachusetts)	09/01/2020	\$43.15	\$9.40	\$18.95	\$0.00	\$71.50
	03/01/2021	\$43.75	\$9.40	\$18.95	\$0.00	\$72.10
	09/01/2021	\$44.40	\$9.40	\$18.95	\$0.00	\$72.75
	03/01/2022	\$45.00	\$9.40	\$18.95	\$0.00	\$73.35
	09/01/2022	\$45.65	\$9.40	\$18.95	\$0.00	\$74.00
	03/01/2023	\$46.25	\$9.40	\$18.95	\$0.00	\$74.60

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.25	\$9.40	\$1.73	\$0.00	\$32.38
2	60	\$25.50	\$9.40	\$1.73	\$0.00	\$36.63
3	70	\$29.75	\$9.40	\$13.76	\$0.00	\$52.91
4	75	\$31.88	\$9.40	\$13.76	\$0.00	\$55.04
5	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
6	80	\$34.00	\$9.40	\$15.49	\$0.00	\$58.89
7	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87
8	90	\$38.25	\$9.40	\$17.22	\$0.00	\$64.87

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.58	\$9.40	\$1.73	\$0.00	\$32.71
2	60	\$25.89	\$9.40	\$1.73	\$0.00	\$37.02
3	70	\$30.21	\$9.40	\$13.76	\$0.00	\$53.37
4	75	\$32.36	\$9.40	\$13.76	\$0.00	\$55.52
5	80	\$34.52	\$9.40	\$15.49	\$0.00	\$59.41
6	80	\$34.52	\$9.40	\$15.49	\$0.00	\$59.41
7	90	\$38.84	\$9.40	\$17.22	\$0.00	\$65.46
8	90	\$38.84	\$9.40	\$17.22	\$0.00	\$65.46

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$30.26/ 3&4 \$36.18/ 5&6 \$54.64/ 7&8 \$60.62

Apprentice to Journeyworker Ratio:1:5

CARPENTER WOOD FRAME	10/01/2019	\$27.95	\$7.07	\$7.86	\$0.00	\$42.88
CARPENTERS -ZONE 2 (Wood Frame)						

All Aspects of New Wood Frame Work

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - CARPENTER (Wood Frame) - Zone 2

Effective Date - 10/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
2	60	\$16.77	\$7.07	\$0.00	\$0.00	\$23.84
3	65	\$18.17	\$7.07	\$7.86	\$0.00	\$33.10
4	70	\$19.57	\$7.07	\$7.86	\$0.00	\$34.50
5	75	\$20.96	\$7.07	\$7.86	\$0.00	\$35.89
6	80	\$22.36	\$7.07	\$7.86	\$0.00	\$37.29
7	85	\$23.76	\$7.07	\$7.86	\$0.00	\$38.69
8	90	\$25.16	\$7.07	\$7.86	\$0.00	\$40.09

Notes:

% Indentured After 10/1/17; 45/45/55/55/70/70/80/80
Step 1&2 \$19.65/ 3&4 \$27.19/ 5&6 \$34.50/ 7&8 \$37.29

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING BRICKLAYERS LOCAL 3 (QUINCY)	01/01/2020	\$49.07	\$12.75	\$22.41	\$0.62	\$84.85
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Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (Quincy)

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.54	\$12.75	\$15.41	\$0.00	\$52.70
2	60	\$29.44	\$12.75	\$17.41	\$0.62	\$60.22
3	65	\$31.90	\$12.75	\$18.41	\$0.62	\$63.68
4	70	\$34.35	\$12.75	\$19.41	\$0.62	\$67.13
5	75	\$36.80	\$12.75	\$20.41	\$0.62	\$70.58
6	80	\$39.26	\$12.75	\$21.41	\$0.62	\$74.04
7	90	\$44.16	\$12.75	\$22.41	\$0.62	\$79.94

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR LABORERS - ZONE 1	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES OPERATING ENGINEERS LOCAL 4	12/01/2019	\$49.73	\$12.50	\$15.70	\$0.00	\$77.93
	06/01/2020	\$50.83	\$12.50	\$15.70	\$0.00	\$79.03
	12/01/2020	\$51.98	\$12.50	\$15.70	\$0.00	\$80.18
	06/01/2021	\$53.08	\$12.50	\$15.70	\$0.00	\$81.28
	12/01/2021	\$54.23	\$12.50	\$15.70	\$0.00	\$82.43

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DELEADER (BRIDGE) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46
For apprentice rates see "Apprentice - PAINTER - BRUSH NEW"						
DEMO: ADZEMAN <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS <i>LABORERS - ZONE 1</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER <i>LABORERS - ZONE 1</i>	12/01/2019	\$40.30	\$8.10	\$16.60	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2019	\$40.05	\$8.10	\$16.60	\$0.00	\$64.75
For apprentice rates see "Apprentice- LABORER"						
DEMO: WRECKING LABORER <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
For apprentice rates see "Apprentice- LABORER"						
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$68.52	\$9.90	\$21.15	\$0.00	\$99.57
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$73.41	\$9.90	\$21.15	\$0.00	\$104.46
For apprentice rates see "Apprentice- PILE DRIVER"						
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$102.78	\$9.90	\$21.15	\$0.00	\$133.83
For apprentice rates see "Apprentice- PILE DRIVER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DRAWBRIDGE OPERATOR (Construction)	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
<i>ELECTRICIANS LOCAL 103</i>	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
ELECTRICIAN	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
<i>ELECTRICIANS LOCAL 103</i>	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 103
Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.40	\$13.00	\$0.64	\$0.00	\$35.04
2	40	\$21.40	\$13.00	\$0.64	\$0.00	\$35.04
3	45	\$24.08	\$13.00	\$14.62	\$0.00	\$51.70
4	45	\$24.08	\$13.00	\$14.62	\$0.00	\$51.70
5	50	\$26.75	\$13.00	\$15.04	\$0.00	\$54.79
6	55	\$29.43	\$13.00	\$15.46	\$0.00	\$57.89
7	60	\$32.10	\$13.00	\$15.87	\$0.00	\$60.97
8	65	\$34.78	\$13.00	\$16.29	\$0.00	\$64.07
9	70	\$37.45	\$13.00	\$16.70	\$0.00	\$67.15
10	75	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$21.97	\$13.00	\$0.66	\$0.00	\$35.63
2	40	\$21.97	\$13.00	\$0.66	\$0.00	\$35.63
3	45	\$24.72	\$13.00	\$14.64	\$0.00	\$52.36
4	45	\$24.72	\$13.00	\$14.64	\$0.00	\$52.36
5	50	\$27.47	\$13.00	\$15.06	\$0.00	\$55.53
6	55	\$30.21	\$13.00	\$15.49	\$0.00	\$58.70
7	60	\$32.96	\$13.00	\$15.90	\$0.00	\$61.86
8	65	\$35.70	\$13.00	\$16.32	\$0.00	\$65.02
9	70	\$38.45	\$13.00	\$16.73	\$0.00	\$68.18
10	75	\$41.20	\$13.00	\$17.16	\$0.00	\$71.36

Notes: :

App Prior 1/1/03; 30/35/40/45/50/55/65/70/75/80

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2020	\$61.42	\$15.73	\$18.41	\$0.00	\$95.56
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2021	\$63.47	\$15.88	\$19.31	\$0.00	\$98.66
	01/01/2022	\$65.62	\$16.03	\$20.21	\$0.00	\$101.86

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - ELEVATOR CONSTRUCTOR - Local 4

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$30.71	\$15.73	\$0.00	\$0.00	\$46.44
2	55	\$33.78	\$15.73	\$18.41	\$0.00	\$67.92
3	65	\$39.92	\$15.73	\$18.41	\$0.00	\$74.06
4	70	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
5	80	\$49.14	\$15.73	\$18.41	\$0.00	\$83.28

Effective Date - 01/01/2021

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$31.74	\$15.88	\$0.00	\$0.00	\$47.62
2	55	\$34.91	\$15.88	\$19.31	\$0.00	\$70.10
3	65	\$41.26	\$15.88	\$19.31	\$0.00	\$76.45
4	70	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
5	80	\$50.78	\$15.88	\$19.31	\$0.00	\$85.97

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER	01/01/2020	\$42.99	\$15.73	\$18.41	\$0.00	\$77.13
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2021	\$44.43	\$15.88	\$19.31	\$0.00	\$79.62
	01/01/2022	\$45.93	\$16.03	\$20.21	\$0.00	\$82.17
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
LABORERS - ZONE 1	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	05/01/2020	\$44.73	\$12.50	\$15.70	\$0.00	\$72.93
OPERATING ENGINEERS LOCAL 4	11/01/2020	\$45.73	\$12.50	\$15.70	\$0.00	\$73.93
	05/01/2021	\$46.88	\$12.50	\$15.70	\$0.00	\$75.08
	11/01/2021	\$47.88	\$12.50	\$15.70	\$0.00	\$76.08
	05/01/2022	\$49.03	\$12.50	\$15.70	\$0.00	\$77.23
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	05/01/2020	\$46.23	\$12.50	\$15.70	\$0.00	\$74.43
OPERATING ENGINEERS LOCAL 4	11/01/2020	\$47.24	\$12.50	\$15.70	\$0.00	\$75.44
	05/01/2021	\$48.40	\$12.50	\$15.70	\$0.00	\$76.60
	11/01/2021	\$49.41	\$12.50	\$15.70	\$0.00	\$77.61
	05/01/2022	\$50.57	\$12.50	\$15.70	\$0.00	\$78.77
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2020	\$22.64	\$12.50	\$15.70	\$0.00	\$50.84
	11/01/2020	\$23.23	\$12.50	\$15.70	\$0.00	\$51.43
	05/01/2021	\$23.91	\$12.50	\$15.70	\$0.00	\$52.11
	11/01/2021	\$24.51	\$12.50	\$15.70	\$0.00	\$52.71
	05/01/2022	\$25.18	\$12.50	\$15.70	\$0.00	\$53.38
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 103</i>	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE <i>ELECTRICIANS LOCAL 103</i> / COMMISSIONING	03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
	09/01/2020	\$41.20	\$13.00	\$17.16	\$0.00	\$71.36
	03/01/2021	\$42.66	\$13.00	\$17.27	\$0.00	\$72.93
	09/01/2021	\$44.32	\$13.00	\$17.38	\$0.00	\$74.70
	03/01/2022	\$45.83	\$13.00	\$17.49	\$0.00	\$76.32
	09/01/2022	\$47.55	\$13.00	\$17.62	\$0.00	\$78.17
	03/01/2023	\$49.11	\$13.00	\$17.73	\$0.00	\$79.84
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$39.89	\$12.50	\$15.70	\$0.00	\$68.09
	06/01/2020	\$40.80	\$12.50	\$15.70	\$0.00	\$69.00
	12/01/2020	\$41.75	\$12.50	\$15.70	\$0.00	\$69.95
	06/01/2021	\$42.66	\$12.50	\$15.70	\$0.00	\$70.86
	12/01/2021	\$43.61	\$12.50	\$15.70	\$0.00	\$71.81
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 1</i>	12/01/2019	\$23.50	\$8.10	\$16.60	\$0.00	\$48.20
	06/01/2020	\$23.50	\$8.60	\$17.09	\$0.00	\$49.19
	12/01/2020	\$24.50	\$8.60	\$17.09	\$0.00	\$50.19
	06/01/2021	\$24.50	\$8.60	\$17.09	\$0.00	\$50.19
	12/01/2021	\$24.50	\$8.60	\$17.09	\$0.00	\$50.19
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE 1</i>	03/01/2020	\$47.05	\$9.40	\$19.25	\$0.00	\$75.70
	09/01/2020	\$47.85	\$9.40	\$19.25	\$0.00	\$76.50
	03/01/2021	\$48.65	\$9.40	\$19.25	\$0.00	\$77.30
	09/01/2021	\$49.45	\$9.40	\$19.25	\$0.00	\$78.10
	03/01/2022	\$50.25	\$9.40	\$19.25	\$0.00	\$78.90

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - FLOORCOVERER - Local 2168 Zone I
Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.53	\$9.40	\$1.79	\$0.00	\$34.72
2	55	\$25.88	\$9.40	\$1.79	\$0.00	\$37.07
3	60	\$28.23	\$9.40	\$13.88	\$0.00	\$51.51
4	65	\$30.58	\$9.40	\$13.88	\$0.00	\$53.86
5	70	\$32.94	\$9.40	\$15.67	\$0.00	\$58.01
6	75	\$35.29	\$9.40	\$15.67	\$0.00	\$60.36
7	80	\$37.64	\$9.40	\$17.46	\$0.00	\$64.50
8	85	\$39.99	\$9.40	\$17.46	\$0.00	\$66.85

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.93	\$9.40	\$1.79	\$0.00	\$35.12
2	55	\$26.32	\$9.40	\$1.79	\$0.00	\$37.51
3	60	\$28.71	\$9.40	\$13.88	\$0.00	\$51.99
4	65	\$31.10	\$9.40	\$13.88	\$0.00	\$54.38
5	70	\$33.50	\$9.40	\$15.67	\$0.00	\$58.57
6	75	\$35.89	\$9.40	\$15.67	\$0.00	\$60.96
7	80	\$38.28	\$9.40	\$17.46	\$0.00	\$65.14
8	85	\$40.67	\$9.40	\$17.46	\$0.00	\$67.53

Notes: Steps are 750 hrs.
 % After 09/1/17; 45/45/55/55/70/70/80/80 (1500hr Steps)
 Step 1&2 \$32.36/ 3&4 \$38.80/ 5&6 \$58.01/ 7&8 \$64.50

Apprentice to Journeyworker Ratio:1:1
FORK LIFT/CHERRY PICKER
OPERATING ENGINEERS LOCAL 4

12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS
OPERATING ENGINEERS LOCAL 4

12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)
GLAZIERS LOCAL 35 (ZONE 2)

01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86
01/01/2021	\$42.66	\$8.20	\$22.10	\$0.00	\$72.96

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - GLAZIER - Local 35 Zone 2
Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$8.20	\$0.00	\$0.00	\$28.43
2	55	\$22.25	\$8.20	\$5.94	\$0.00	\$36.39
3	60	\$24.28	\$8.20	\$6.48	\$0.00	\$38.96
4	65	\$26.30	\$8.20	\$7.02	\$0.00	\$41.52
5	70	\$28.32	\$8.20	\$18.86	\$0.00	\$55.38
6	75	\$30.35	\$8.20	\$19.40	\$0.00	\$57.95
7	80	\$32.37	\$8.20	\$19.94	\$0.00	\$60.51
8	90	\$36.41	\$8.20	\$21.02	\$0.00	\$65.63

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.20	\$0.00	\$0.00	\$28.98
2	55	\$22.86	\$8.20	\$5.94	\$0.00	\$37.00
3	60	\$24.94	\$8.20	\$6.48	\$0.00	\$39.62
4	65	\$27.01	\$8.20	\$7.02	\$0.00	\$42.23
5	70	\$29.09	\$8.20	\$18.86	\$0.00	\$56.15
6	75	\$31.17	\$8.20	\$19.40	\$0.00	\$58.77
7	80	\$33.25	\$8.20	\$19.94	\$0.00	\$61.39
8	90	\$37.40	\$8.20	\$21.02	\$0.00	\$66.62

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS

OPERATING ENGINEERS LOCAL 4

12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43

Classification

Effective Date Base Wage Health Pension Supplemental Unemployment Total Rate

Apprentice - OPERATING ENGINEERS - Local 4
Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$26.80	\$12.50	\$0.00	\$0.00	\$39.30
2	60	\$29.24	\$12.50	\$15.70	\$0.00	\$57.44
3	65	\$31.67	\$12.50	\$15.70	\$0.00	\$59.87
4	70	\$34.11	\$12.50	\$15.70	\$0.00	\$62.31
5	75	\$36.55	\$12.50	\$15.70	\$0.00	\$64.75
6	80	\$38.98	\$12.50	\$15.70	\$0.00	\$67.18
7	85	\$41.42	\$12.50	\$15.70	\$0.00	\$69.62
8	90	\$43.86	\$12.50	\$15.70	\$0.00	\$72.06

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$27.41	\$12.50	\$0.00	\$0.00	\$39.91
2	60	\$29.90	\$12.50	\$15.70	\$0.00	\$58.10
3	65	\$32.39	\$12.50	\$15.70	\$0.00	\$60.59
4	70	\$34.88	\$12.50	\$15.70	\$0.00	\$63.08
5	75	\$37.37	\$12.50	\$15.70	\$0.00	\$65.57
6	80	\$39.86	\$12.50	\$15.70	\$0.00	\$68.06
7	85	\$42.36	\$12.50	\$15.70	\$0.00	\$70.56
8	90	\$44.85	\$12.50	\$15.70	\$0.00	\$73.05

Notes:
Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK)	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
SHEETMETAL WORKERS LOCAL 17 - A	08/01/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
	02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
	08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS)	03/01/2020	\$53.50	\$13.00	\$19.20	\$0.00	\$85.70
ELECTRICIANS LOCAL 103	09/01/2020	\$54.93	\$13.00	\$19.25	\$0.00	\$87.18
	03/01/2021	\$56.13	\$13.00	\$19.28	\$0.00	\$88.41
	09/01/2021	\$57.56	\$13.00	\$19.33	\$0.00	\$89.89
	03/01/2022	\$58.76	\$13.00	\$19.36	\$0.00	\$91.12
	09/01/2022	\$60.19	\$13.00	\$19.41	\$0.00	\$92.60
	03/01/2023	\$61.39	\$13.00	\$19.44	\$0.00	\$93.83
For apprentice rates see "Apprentice- ELECTRICIAN"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - A</i>	02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
	08/01/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
	02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
	08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
	02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PIPEFITTERS LOCAL 537</i>	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HVAC MECHANIC <i>PIPEFITTERS LOCAL 537</i>	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.90	\$8.10	\$16.60	\$0.00	\$64.60
	06/01/2020	\$39.90	\$8.60	\$17.09	\$0.00	\$65.59
	12/01/2020	\$40.88	\$8.60	\$17.09	\$0.00	\$66.57
	06/01/2021	\$41.90	\$8.60	\$17.09	\$0.00	\$67.59
	12/01/2021	\$42.91	\$8.60	\$17.09	\$0.00	\$68.60
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (BOSTON)</i>	09/01/2019	\$48.44	\$12.80	\$16.40	\$0.00	\$77.64

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston

Effective Date - 09/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.22	\$12.80	\$11.90	\$0.00	\$48.92
2	60	\$29.06	\$12.80	\$12.80	\$0.00	\$54.66
3	70	\$33.91	\$12.80	\$13.70	\$0.00	\$60.41
4	80	\$38.75	\$12.80	\$14.60	\$0.00	\$66.15

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (BOSTON AREA)</i>	03/16/2019	\$46.66	\$8.00	\$23.50	\$0.00	\$78.16
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Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - IRONWORKER - Local 7 Boston
Effective Date - 03/16/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$28.00	\$8.00	\$23.50	\$0.00	\$59.50
2	70	\$32.66	\$8.00	\$23.50	\$0.00	\$64.16
3	75	\$35.00	\$8.00	\$23.50	\$0.00	\$66.50
4	80	\$37.33	\$8.00	\$23.50	\$0.00	\$68.83
5	85	\$39.66	\$8.00	\$23.50	\$0.00	\$71.16
6	90	\$41.99	\$8.00	\$23.50	\$0.00	\$73.49

Notes:

** Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:**
JACKHAMMER & PAVING BREAKER OPERATOR

LABORERS - ZONE 1

12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

LABORER

LABORERS - ZONE 1

12/01/2019	\$39.15	\$8.10	\$16.60	\$0.00	\$63.85
06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85

Apprentice - LABORER - Zone 1
Effective Date - 12/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.49	\$8.10	\$16.60	\$0.00	\$48.19
2	70	\$27.41	\$8.10	\$16.60	\$0.00	\$52.11
3	80	\$31.32	\$8.10	\$16.60	\$0.00	\$56.02
4	90	\$35.24	\$8.10	\$16.60	\$0.00	\$59.94

Effective Date - 06/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$23.49	\$8.60	\$17.09	\$0.00	\$49.18
2	70	\$27.41	\$8.60	\$17.09	\$0.00	\$53.10
3	80	\$31.32	\$8.60	\$17.09	\$0.00	\$57.01
4	90	\$35.24	\$8.60	\$17.09	\$0.00	\$60.93

Notes:
Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
LABORER: CARPENTER TENDER <i>LABORERS - ZONE I</i>	12/01/2019	\$39.15	\$8.10	\$16.60	\$0.00	\$63.85
	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER <i>LABORERS - ZONE I</i>	12/01/2019	\$39.15	\$8.10	\$16.60	\$0.00	\$63.85
	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER <i>LABORERS - ZONE I</i>	12/01/2019	\$39.30	\$8.10	\$16.60	\$0.00	\$64.00
	06/01/2020	\$39.30	\$8.60	\$17.09	\$0.00	\$64.99
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER <i>LABORERS - ZONE I</i>	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER <i>LABORERS - ZONE I</i>	12/01/2019	\$39.15	\$8.10	\$16.60	\$0.00	\$63.85
	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER <i>LABORERS - ZONE I</i>	12/01/2019	\$39.15	\$8.10	\$16.60	\$0.00	\$63.85
	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR <i>LABORERS - ZONE I</i>	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2020	\$41.49	\$10.75	\$20.12	\$0.00	\$72.36
	08/01/2020	\$42.57	\$10.75	\$20.27	\$0.00	\$73.59
	02/01/2021	\$43.08	\$10.75	\$20.27	\$0.00	\$74.10
	08/01/2021	\$44.20	\$10.75	\$20.43	\$0.00	\$75.38
	02/01/2022	\$44.67	\$10.75	\$20.43	\$0.00	\$75.85

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.75	\$10.75	\$20.12	\$0.00	\$51.62
2	60	\$24.89	\$10.75	\$20.12	\$0.00	\$55.76
3	70	\$29.04	\$10.75	\$20.12	\$0.00	\$59.91
4	80	\$33.19	\$10.75	\$20.12	\$0.00	\$64.06
5	90	\$37.34	\$10.75	\$20.12	\$0.00	\$68.21

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.29	\$10.75	\$20.27	\$0.00	\$52.31
2	60	\$25.54	\$10.75	\$20.27	\$0.00	\$56.56
3	70	\$29.80	\$10.75	\$20.27	\$0.00	\$60.82
4	80	\$34.06	\$10.75	\$20.27	\$0.00	\$65.08
5	90	\$38.31	\$10.75	\$20.27	\$0.00	\$69.33

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS,TILELAYERS & TERRAZZO MECH	02/01/2020	\$54.42	\$10.75	\$21.93	\$0.00	\$87.10
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2020	\$55.77	\$10.75	\$22.08	\$0.00	\$88.60
	02/01/2021	\$56.41	\$10.75	\$22.08	\$0.00	\$89.24
	08/01/2021	\$57.81	\$10.75	\$22.24	\$0.00	\$90.80
	02/01/2022	\$58.38	\$10.75	\$22.24	\$0.00	\$91.37

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.21	\$10.75	\$21.93	\$0.00	\$59.89
2	60	\$32.65	\$10.75	\$21.93	\$0.00	\$65.33
3	70	\$38.09	\$10.75	\$21.93	\$0.00	\$70.77
4	80	\$43.54	\$10.75	\$21.93	\$0.00	\$76.22
5	90	\$48.98	\$10.75	\$21.93	\$0.00	\$81.66

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.89	\$10.75	\$22.08	\$0.00	\$60.72
2	60	\$33.46	\$10.75	\$22.08	\$0.00	\$66.29
3	70	\$39.04	\$10.75	\$22.08	\$0.00	\$71.87
4	80	\$44.62	\$10.75	\$22.08	\$0.00	\$77.45
5	90	\$50.19	\$10.75	\$22.08	\$0.00	\$83.02

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 1)	04/01/2019	\$42.22	\$9.90	\$18.50	\$0.00	\$70.62
MILLWRIGHTS LOCAL 1121 - Zone 1						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 1						
Effective Date - 04/01/2019						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.22	\$9.90	\$5.31	\$0.00	\$38.43
2	65	\$27.44	\$9.90	\$15.13	\$0.00	\$52.47
3	75	\$31.67	\$9.90	\$16.10	\$0.00	\$57.67
4	85	\$35.89	\$9.90	\$17.06	\$0.00	\$62.85
Notes:						
Steps are 2,000 hours						
Apprentice to Journeyworker Ratio:1:5						
MORTAR MIXER LABORERS - ZONE 1	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$23.08	\$12.50	\$15.70	\$0.00	\$51.28
	06/01/2020	\$23.63	\$12.50	\$15.70	\$0.00	\$51.83
	12/01/2020	\$24.20	\$12.50	\$15.70	\$0.00	\$52.40
	06/01/2021	\$24.75	\$12.50	\$15.70	\$0.00	\$52.95
	12/01/2021	\$25.33	\$12.50	\$15.70	\$0.00	\$53.53
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS) OPERATING ENGINEERS LOCAL 4	12/01/2019	\$27.64	\$12.50	\$15.70	\$0.00	\$55.84
	06/01/2020	\$28.29	\$12.50	\$15.70	\$0.00	\$56.49
	12/01/2020	\$28.97	\$12.50	\$15.70	\$0.00	\$57.17
	06/01/2021	\$29.61	\$12.50	\$15.70	\$0.00	\$57.81
	12/01/2021	\$30.29	\$12.50	\$15.70	\$0.00	\$58.49
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II OPERATING ENGINEERS LOCAL 4	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS) PAINTERS LOCAL 35 - ZONE 2	01/01/2020	\$50.96	\$8.20	\$22.10	\$0.00	\$81.26
	07/01/2020	\$52.06	\$8.20	\$22.10	\$0.00	\$82.36
	01/01/2021	\$53.16	\$8.20	\$22.10	\$0.00	\$83.46
For apprentice rates see "Apprentice - PAINTER - BRUSH NEW"						
PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2020	\$41.86	\$8.20	\$22.10	\$0.00	\$72.16
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.PAINTERS LOCAL 35 - ZONE 2	07/01/2020	\$42.96	\$8.20	\$22.10	\$0.00	\$73.26
	01/01/2021	\$44.06	\$8.20	\$22.10	\$0.00	\$74.36
For apprentice rates see "Apprentice - PAINTER - BRUSH NEW"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PAINTER (SPRAY OR SANDBLAST, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2020	\$39.92	\$8.20	\$22.10	\$0.00	\$70.22
	07/01/2020	\$41.02	\$8.20	\$22.10	\$0.00	\$71.32
	01/01/2021	\$42.12	\$8.20	\$22.10	\$0.00	\$72.42
For apprentice rates see "Apprentice - PAINTER - BRUSH NEW"						
PAINTER (TRAFFIC MARKINGS) <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.15	\$8.10	\$16.60	\$0.00	\$63.85
	06/01/2020	\$39.15	\$8.60	\$17.09	\$0.00	\$64.84
	12/01/2020	\$40.13	\$8.60	\$17.09	\$0.00	\$65.82
	06/01/2021	\$41.15	\$8.60	\$17.09	\$0.00	\$66.84
	12/01/2021	\$42.16	\$8.60	\$17.09	\$0.00	\$67.85
For Apprentice rates see "Apprentice- LABORER"						
PAINTER / TAPER (BRUSH, NEW) *	01/01/2020	\$40.46	\$8.20	\$22.10	\$0.00	\$70.76
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2020	\$41.56	\$8.20	\$22.10	\$0.00	\$71.86
	01/01/2021	\$42.66	\$8.20	\$22.10	\$0.00	\$72.96

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 01/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.23	\$8.20	\$0.00	\$0.00	\$28.43
2	55	\$22.25	\$8.20	\$5.94	\$0.00	\$36.39
3	60	\$24.28	\$8.20	\$6.48	\$0.00	\$38.96
4	65	\$26.30	\$8.20	\$7.02	\$0.00	\$41.52
5	70	\$28.32	\$8.20	\$18.86	\$0.00	\$55.38
6	75	\$30.35	\$8.20	\$19.40	\$0.00	\$57.95
7	80	\$32.37	\$8.20	\$19.94	\$0.00	\$60.51
8	90	\$36.41	\$8.20	\$21.02	\$0.00	\$65.63

Effective Date - 07/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.78	\$8.20	\$0.00	\$0.00	\$28.98
2	55	\$22.86	\$8.20	\$5.94	\$0.00	\$37.00
3	60	\$24.94	\$8.20	\$6.48	\$0.00	\$39.62
4	65	\$27.01	\$8.20	\$7.02	\$0.00	\$42.23
5	70	\$29.09	\$8.20	\$18.86	\$0.00	\$56.15
6	75	\$31.17	\$8.20	\$19.40	\$0.00	\$58.77
7	80	\$33.25	\$8.20	\$19.94	\$0.00	\$61.39
8	90	\$37.40	\$8.20	\$21.02	\$0.00	\$66.62

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT) <i>PAINTERS LOCAL 35 - ZONE 2</i>	01/01/2020	\$38.52	\$8.20	\$22.10	\$0.00	\$68.82
	07/01/2020	\$39.62	\$8.20	\$22.10	\$0.00	\$69.92
	01/01/2021	\$40.72	\$8.20	\$22.10	\$0.00	\$71.02
For apprentice rates see "Apprentice - PAINTER - BRUSH NEW"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PANEL & PICKUP TRUCKS DRIVER <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.18	\$12.41	\$13.72	\$0.00	\$61.31
	06/01/2020	\$36.08	\$12.41	\$13.72	\$0.00	\$62.21
	08/01/2020	\$36.08	\$12.91	\$13.72	\$0.00	\$62.71
	12/01/2020	\$36.08	\$12.91	\$14.82	\$0.00	\$63.81
	06/01/2021	\$36.88	\$12.91	\$14.82	\$0.00	\$64.61
	08/01/2021	\$36.88	\$13.41	\$14.82	\$0.00	\$65.11
	12/01/2021	\$36.88	\$13.41	\$16.01	\$0.00	\$66.30
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i> For apprentice rates see "Apprentice- PILE DRIVER"	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99
PILE DRIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2019	\$48.94	\$9.90	\$21.15	\$0.00	\$79.99

Apprentice - PILE DRIVER - Local 56 Zone 1

Effective Date - 08/01/2019

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.47	\$9.90	\$21.15	\$0.00	\$55.52
2	60	\$29.36	\$9.90	\$21.15	\$0.00	\$60.41
3	70	\$34.26	\$9.90	\$21.15	\$0.00	\$65.31
4	75	\$36.71	\$9.90	\$21.15	\$0.00	\$67.76
5	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
6	80	\$39.15	\$9.90	\$21.15	\$0.00	\$70.20
7	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10
8	90	\$44.05	\$9.90	\$21.15	\$0.00	\$75.10

Notes:

Apprentice to Journeyworker Ratio:1:5

PIPEFITTER & STEAMFITTER <i>PIPEFITTERS LOCAL 537</i>	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.19	\$10.95	\$19.74	\$0.00	\$89.88

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PIPEFITTER - Local 537
Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$22.48	\$10.95	\$8.00	\$0.00	\$41.43
2	45	\$25.29	\$10.95	\$19.74	\$0.00	\$55.98
3	60	\$33.71	\$10.95	\$19.74	\$0.00	\$64.40
4	70	\$39.33	\$10.95	\$19.74	\$0.00	\$70.02
5	80	\$44.95	\$10.95	\$19.74	\$0.00	\$75.64

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$23.08	\$10.95	\$8.00	\$0.00	\$42.03
2	45	\$25.96	\$10.95	\$19.74	\$0.00	\$56.65
3	60	\$34.61	\$10.95	\$19.74	\$0.00	\$65.30
4	70	\$40.38	\$10.95	\$19.74	\$0.00	\$71.07
5	80	\$46.15	\$10.95	\$19.74	\$0.00	\$76.84

Notes:

** 1:3; 3:15; 1:10 thereafter / Steps are 1 yr.

Refrig/AC Mechanic **1:1;1:2;2:4;3:6;4:8;5:10;6:12;7:14;8:17;9:20;10:23(Max)

Apprentice to Journeyworker Ratio:**
PIPELAYER
LABORERS - ZONE 1

12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10

For apprentice rates see "Apprentice- LABORER"

PLUMBERS & GASFITTERS
PLUMBERS & GASFITTERS LOCAL 12

03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
09/01/2020	\$60.19	\$12.07	\$17.26	\$0.00	\$89.52
03/01/2021	\$61.69	\$12.07	\$17.26	\$0.00	\$91.02

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PLUMBER/GASFITTER - Local 12

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$20.54	\$12.07	\$6.24	\$0.00	\$38.85
2	40	\$23.48	\$12.07	\$7.08	\$0.00	\$42.63
3	55	\$32.28	\$12.07	\$9.63	\$0.00	\$53.98
4	65	\$38.15	\$12.07	\$11.33	\$0.00	\$61.55
5	75	\$44.02	\$12.07	\$13.03	\$0.00	\$69.12

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.07	\$12.07	\$6.24	\$0.00	\$39.38
2	40	\$24.08	\$12.07	\$7.08	\$0.00	\$43.23
3	55	\$33.10	\$12.07	\$9.63	\$0.00	\$54.80
4	65	\$39.12	\$12.07	\$11.33	\$0.00	\$62.52
5	75	\$45.14	\$12.07	\$13.03	\$0.00	\$70.24

Notes:

** 1:2; 2:6; 3:10; 4:14; 5:19/Steps are 1 yr
Step4 with lic\$65.32, Step5 with lic\$72.89

Apprentice to Journeyworker Ratio:**

PNEUMATIC CONTROLS (TEMP.)	03/01/2020	\$56.19	\$10.95	\$19.74	\$0.00	\$86.88
PIPEFITTERS LOCAL 537	09/01/2020	\$57.69	\$10.95	\$19.74	\$0.00	\$88.38
	03/01/2021	\$59.17	\$10.95	\$19.74	\$0.00	\$89.86
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
LABORERS - ZONE I	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER	12/01/2019	\$40.15	\$8.10	\$16.60	\$0.00	\$64.85
LABORERS - ZONE I	06/01/2020	\$40.15	\$8.60	\$17.09	\$0.00	\$65.84
	12/01/2020	\$41.13	\$8.60	\$17.09	\$0.00	\$66.82
	06/01/2021	\$42.15	\$8.60	\$17.09	\$0.00	\$67.84
	12/01/2021	\$43.16	\$8.60	\$17.09	\$0.00	\$68.85
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
OPERATING ENGINEERS LOCAL 4	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$32.47	\$12.50	\$15.70	\$0.00	\$60.67
	06/01/2020	\$33.22	\$12.50	\$15.70	\$0.00	\$61.42
	12/01/2020	\$34.00	\$12.50	\$15.70	\$0.00	\$62.20
	06/01/2021	\$34.75	\$12.50	\$15.70	\$0.00	\$62.95
	12/01/2021	\$35.54	\$12.50	\$15.70	\$0.00	\$63.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS 653 - Southeastern Concrete (Weymouth)</i>	05/01/2020	\$23.50	\$11.91	\$6.90	\$0.00	\$42.31
	08/01/2020	\$23.50	\$12.41	\$6.90	\$0.00	\$42.81
	05/01/2021	\$24.00	\$12.41	\$6.90	\$0.00	\$43.31
	08/01/2021	\$24.00	\$12.91	\$6.90	\$0.00	\$43.81
	05/01/2022	\$24.50	\$12.91	\$6.90	\$0.00	\$44.31
	08/01/2022	\$24.50	\$13.41	\$6.90	\$0.00	\$44.81
	05/01/2023	\$25.00	\$13.41	\$6.90	\$0.00	\$45.31
	08/01/2023	\$25.00	\$13.91	\$6.90	\$0.00	\$45.81
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
ROOFER (Inc.Roof Waterproofing &Roof Damproofg) <i>ROOFERS LOCAL 33</i>	03/01/2020	\$45.67	\$11.50	\$15.90	\$0.00	\$73.07
	08/01/2020	\$47.10	\$11.50	\$15.90	\$0.00	\$74.50
	02/01/2021	\$48.53	\$11.50	\$15.90	\$0.00	\$75.93
	08/01/2021	\$49.96	\$11.50	\$15.90	\$0.00	\$77.36
	02/01/2022	\$51.39	\$11.50	\$15.90	\$0.00	\$78.79

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ROOFER - Local 33
Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.84	\$11.50	\$3.69	\$0.00	\$38.03
2	60	\$27.40	\$11.50	\$15.90	\$0.00	\$54.80
3	65	\$29.69	\$11.50	\$15.90	\$0.00	\$57.09
4	75	\$34.25	\$11.50	\$15.90	\$0.00	\$61.65
5	85	\$38.82	\$11.50	\$15.90	\$0.00	\$66.22

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.55	\$11.50	\$3.69	\$0.00	\$38.74
2	60	\$28.26	\$11.50	\$15.90	\$0.00	\$55.66
3	65	\$30.62	\$11.50	\$15.90	\$0.00	\$58.02
4	75	\$35.33	\$11.50	\$15.90	\$0.00	\$62.73
5	85	\$40.04	\$11.50	\$15.90	\$0.00	\$67.44

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
 Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.
 (Hot Pitch Mechanics' receive \$1.00 hr. above ROOFER)

Apprentice to Journeyworker Ratio:**
ROOFER SLATE / TILE / PRECAST CONCRETE
ROOFERS LOCAL 33

03/01/2020	\$45.92	\$11.50	\$15.90	\$0.00	\$73.32
08/01/2020	\$47.35	\$11.50	\$15.90	\$0.00	\$74.75
02/01/2021	\$48.78	\$11.50	\$15.90	\$0.00	\$76.18
08/01/2021	\$50.21	\$11.50	\$15.90	\$0.00	\$77.61
02/01/2022	\$51.64	\$11.50	\$15.90	\$0.00	\$79.04

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER
SHEETMETAL WORKERS LOCAL 17 - A

02/01/2020	\$49.36	\$13.35	\$24.12	\$2.61	\$89.44
08/01/2020	\$50.96	\$13.35	\$24.12	\$2.66	\$91.09
02/01/2021	\$52.61	\$13.35	\$24.12	\$2.71	\$92.79
08/01/2021	\$54.36	\$13.35	\$24.12	\$2.76	\$94.59
02/01/2022	\$56.11	\$13.35	\$24.12	\$2.81	\$96.39

Apprentice - SHEET METAL WORKER - Local 17-A**Effective Date - 02/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$20.73	\$13.35	\$5.89	\$0.00	\$39.97
2	42	\$20.73	\$13.35	\$5.89	\$0.00	\$39.97
3	47	\$23.20	\$13.35	\$11.13	\$1.43	\$49.11
4	47	\$23.20	\$13.35	\$11.13	\$1.43	\$49.11
5	52	\$25.67	\$13.35	\$12.08	\$1.53	\$52.63
6	52	\$25.67	\$13.35	\$12.33	\$1.54	\$52.89
7	60	\$29.62	\$13.35	\$13.70	\$1.70	\$58.37
8	65	\$32.08	\$13.35	\$15.15	\$1.80	\$62.38
9	75	\$37.02	\$13.35	\$16.56	\$2.01	\$68.94
10	85	\$41.96	\$13.35	\$17.96	\$2.20	\$75.47

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	42	\$21.40	\$13.35	\$5.89	\$0.00	\$40.64
2	42	\$21.40	\$13.35	\$5.89	\$0.00	\$40.64
3	47	\$23.95	\$13.35	\$11.13	\$1.45	\$49.88
4	47	\$23.95	\$13.35	\$11.13	\$1.45	\$49.88
5	52	\$26.50	\$13.35	\$12.08	\$1.56	\$53.49
6	52	\$26.50	\$13.35	\$12.33	\$1.57	\$53.75
7	60	\$30.58	\$13.35	\$13.70	\$1.73	\$59.36
8	65	\$33.12	\$13.35	\$15.15	\$1.85	\$63.47
9	75	\$38.22	\$13.35	\$16.56	\$2.04	\$70.17
10	85	\$43.32	\$13.35	\$17.96	\$2.24	\$76.87

Notes:

Steps are 6 mos.

Apprentice to Journeyworker Ratio:1:4

SPECIALIZED EARTH MOVING EQUIP < 35 TONS

TEAMSTERS JOINT COUNCIL NO. 10 ZONE A

12/01/2019	\$35.64	\$12.41	\$13.72	\$0.00	\$61.77
06/01/2020	\$36.54	\$12.41	\$13.72	\$0.00	\$62.67
08/01/2020	\$36.54	\$12.91	\$13.72	\$0.00	\$63.17
12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27
06/01/2021	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.93	\$12.41	\$13.72	\$0.00	\$62.06
	06/01/2020	\$36.83	\$12.41	\$13.72	\$0.00	\$62.96
	08/01/2020	\$36.83	\$12.91	\$13.72	\$0.00	\$63.46
	12/01/2020	\$36.83	\$12.91	\$14.82	\$0.00	\$64.56
	06/01/2021	\$37.63	\$12.91	\$14.82	\$0.00	\$65.36
	08/01/2021	\$37.63	\$13.41	\$14.82	\$0.00	\$65.86
	12/01/2021	\$37.63	\$13.41	\$16.01	\$0.00	\$67.05
SPRINKLER FITTER <i>SPRINKLER FITTERS LOCAL 550 - (Section A) Zone 1</i>	03/01/2020	\$60.82	\$9.68	\$20.55	\$0.00	\$91.05
	10/01/2020	\$62.32	\$9.68	\$20.55	\$0.00	\$92.55
	03/01/2021	\$63.82	\$9.68	\$20.55	\$0.00	\$94.05

Apprentice - SPRINKLER FITTER - Local 550 (Section A) Zone 1

Effective Date - 03/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.29	\$9.68	\$11.61	\$0.00	\$42.58
2	40	\$24.33	\$9.68	\$12.30	\$0.00	\$46.31
3	45	\$27.37	\$9.68	\$12.99	\$0.00	\$50.04
4	50	\$30.41	\$9.68	\$13.73	\$0.00	\$53.82
5	55	\$33.45	\$9.68	\$14.36	\$0.00	\$57.49
6	60	\$36.49	\$9.68	\$15.05	\$0.00	\$61.22
7	65	\$39.53	\$9.68	\$15.74	\$0.00	\$64.95
8	70	\$42.57	\$9.68	\$16.43	\$0.00	\$68.68
9	75	\$45.62	\$9.68	\$17.11	\$0.00	\$72.41
10	80	\$48.66	\$9.68	\$17.80	\$0.00	\$76.14

Effective Date - 10/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$21.81	\$9.68	\$11.61	\$0.00	\$43.10
2	40	\$24.93	\$9.68	\$12.30	\$0.00	\$46.91
3	45	\$28.04	\$9.68	\$12.99	\$0.00	\$50.71
4	50	\$31.16	\$9.68	\$13.73	\$0.00	\$54.57
5	55	\$34.28	\$9.68	\$14.36	\$0.00	\$58.32
6	60	\$37.39	\$9.68	\$15.05	\$0.00	\$62.12
7	65	\$40.51	\$9.68	\$15.74	\$0.00	\$65.93
8	70	\$43.62	\$9.68	\$16.43	\$0.00	\$69.73
9	75	\$46.74	\$9.68	\$17.11	\$0.00	\$73.53
10	80	\$49.86	\$9.68	\$17.80	\$0.00	\$77.34

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
STEAM BOILER OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 103</i>	03/01/2020	\$40.13	\$13.00	\$17.12	\$0.00	\$70.25
	09/01/2020	\$41.20	\$13.00	\$17.16	\$0.00	\$71.36
	03/01/2021	\$42.66	\$13.00	\$17.27	\$0.00	\$72.93
	09/01/2021	\$44.32	\$13.00	\$17.38	\$0.00	\$74.70
	03/01/2022	\$45.83	\$13.00	\$17.49	\$0.00	\$76.32
	09/01/2022	\$47.55	\$13.00	\$17.62	\$0.00	\$78.17
	03/01/2023	\$49.11	\$13.00	\$17.73	\$0.00	\$79.84

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 103**Effective Date - 03/01/2020**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.06	\$13.00	\$0.54	\$0.00	\$31.60
2	45	\$18.06	\$13.00	\$0.54	\$0.00	\$31.60
3	50	\$20.07	\$13.00	\$14.00	\$0.00	\$47.07
4	50	\$20.07	\$13.00	\$14.00	\$0.00	\$47.07
5	55	\$22.07	\$13.00	\$14.31	\$0.00	\$49.38
6	60	\$24.08	\$13.00	\$14.62	\$0.00	\$51.70
7	65	\$26.08	\$13.00	\$14.94	\$0.00	\$54.02
8	70	\$28.09	\$13.00	\$15.25	\$0.00	\$56.34
9	75	\$30.10	\$13.00	\$15.56	\$0.00	\$58.66
10	80	\$32.10	\$13.00	\$15.87	\$0.00	\$60.97

Effective Date - 09/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	45	\$18.54	\$13.00	\$0.57	\$0.00	\$32.11
2	45	\$18.54	\$13.00	\$0.57	\$0.00	\$32.11
3	50	\$20.60	\$13.00	\$14.02	\$0.00	\$47.62
4	50	\$20.60	\$13.00	\$14.02	\$0.00	\$47.62
5	55	\$22.66	\$13.00	\$14.33	\$0.00	\$49.99
6	60	\$24.72	\$13.00	\$14.64	\$0.00	\$52.36
7	65	\$26.78	\$13.00	\$14.96	\$0.00	\$54.74
8	70	\$28.84	\$13.00	\$15.28	\$0.00	\$57.12
9	75	\$30.90	\$13.00	\$15.59	\$0.00	\$59.49
10	80	\$32.96	\$13.00	\$15.90	\$0.00	\$61.86

Notes:**Apprentice to Journeyworker Ratio:1:1**

TERRAZZO FINISHERS	02/01/2020	\$53.34	\$10.75	\$21.94	\$0.00	\$86.03
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2020	\$54.69	\$10.75	\$22.09	\$0.00	\$87.53
	02/01/2021	\$55.33	\$10.75	\$22.09	\$0.00	\$88.17
	08/01/2021	\$56.73	\$10.75	\$22.25	\$0.00	\$89.73
	02/01/2022	\$57.32	\$10.75	\$22.25	\$0.00	\$90.32

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.67	\$10.75	\$21.94	\$0.00	\$59.36
2	60	\$32.00	\$10.75	\$21.94	\$0.00	\$64.69
3	70	\$37.34	\$10.75	\$21.94	\$0.00	\$70.03
4	80	\$42.67	\$10.75	\$21.94	\$0.00	\$75.36
5	90	\$48.01	\$10.75	\$21.94	\$0.00	\$80.70

Effective Date - 08/01/2020

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.35	\$10.75	\$22.09	\$0.00	\$60.19
2	60	\$32.81	\$10.75	\$22.09	\$0.00	\$65.65
3	70	\$38.28	\$10.75	\$22.09	\$0.00	\$71.12
4	80	\$43.75	\$10.75	\$22.09	\$0.00	\$76.59
5	90	\$49.22	\$10.75	\$22.09	\$0.00	\$82.06

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$40.50	\$8.10	\$16.80	\$0.00	\$65.40
	06/01/2020	\$40.55	\$8.60	\$17.24	\$0.00	\$66.39
	12/01/2020	\$41.53	\$8.60	\$17.24	\$0.00	\$67.37
	06/01/2021	\$42.55	\$8.60	\$17.24	\$0.00	\$68.39
	12/01/2021	\$43.56	\$8.60	\$17.24	\$0.00	\$69.40
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$39.22	\$8.10	\$16.80	\$0.00	\$64.12
	06/01/2020	\$39.27	\$8.60	\$17.24	\$0.00	\$65.11
	12/01/2020	\$40.25	\$8.60	\$17.24	\$0.00	\$66.09
	06/01/2021	\$41.27	\$8.60	\$17.24	\$0.00	\$67.11
	12/01/2021	\$42.28	\$8.60	\$17.24	\$0.00	\$68.12
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	12/01/2019	\$39.10	\$8.10	\$16.80	\$0.00	\$64.00
	06/01/2020	\$39.15	\$8.60	\$17.24	\$0.00	\$64.99
	12/01/2020	\$40.13	\$8.60	\$17.24	\$0.00	\$65.97
	06/01/2021	\$41.15	\$8.60	\$17.24	\$0.00	\$66.99
	12/01/2021	\$42.16	\$8.60	\$17.24	\$0.00	\$68.00
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.23	\$12.50	\$15.70	\$0.00	\$76.43
	06/01/2020	\$49.31	\$12.50	\$15.70	\$0.00	\$77.51
	12/01/2020	\$50.45	\$12.50	\$15.70	\$0.00	\$78.65
	06/01/2021	\$51.54	\$12.50	\$15.70	\$0.00	\$79.74
	12/01/2021	\$52.68	\$12.50	\$15.70	\$0.00	\$80.88
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$36.22	\$12.41	\$13.72	\$0.00	\$62.35
	06/01/2020	\$37.12	\$12.41	\$13.72	\$0.00	\$63.25
	08/01/2020	\$37.12	\$12.91	\$13.72	\$0.00	\$63.75
	12/01/2020	\$37.12	\$12.91	\$14.82	\$0.00	\$64.85
	06/01/2021	\$37.92	\$12.91	\$14.82	\$0.00	\$65.65
	08/01/2021	\$37.92	\$13.41	\$14.82	\$0.00	\$66.15
	12/01/2021	\$37.92	\$13.41	\$16.01	\$0.00	\$67.34
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	12/01/2019	\$51.38	\$8.10	\$17.20	\$0.00	\$76.68
	06/01/2020	\$51.38	\$8.60	\$17.69	\$0.00	\$77.67
	12/01/2020	\$52.36	\$8.60	\$17.69	\$0.00	\$78.65
	06/01/2021	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2021	\$54.39	\$8.60	\$17.69	\$0.00	\$80.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	12/01/2019	\$53.38	\$8.10	\$17.20	\$0.00	\$78.68
	06/01/2020	\$53.38	\$8.60	\$17.69	\$0.00	\$79.67
	12/01/2020	\$54.36	\$8.60	\$17.69	\$0.00	\$80.65
	06/01/2021	\$55.38	\$8.60	\$17.69	\$0.00	\$81.67
	12/01/2021	\$56.39	\$8.60	\$17.69	\$0.00	\$82.68
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2019	\$43.45	\$8.10	\$17.20	\$0.00	\$68.75
	06/01/2020	\$43.45	\$8.60	\$17.69	\$0.00	\$69.74
	12/01/2020	\$44.43	\$8.60	\$17.69	\$0.00	\$70.72
	06/01/2021	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2021	\$46.46	\$8.60	\$17.69	\$0.00	\$72.75
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	12/01/2019	\$45.45	\$8.10	\$17.20	\$0.00	\$70.75
	06/01/2020	\$45.45	\$8.60	\$17.69	\$0.00	\$71.74
	12/01/2020	\$46.43	\$8.60	\$17.69	\$0.00	\$72.72
	06/01/2021	\$47.45	\$8.60	\$17.69	\$0.00	\$73.74
	12/01/2021	\$48.46	\$8.60	\$17.69	\$0.00	\$74.75
For apprentice rates see "Apprentice- LABORER"						
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE A</i>	12/01/2019	\$35.64	\$12.41	\$13.72	\$0.00	\$61.77
	06/01/2020	\$36.54	\$12.41	\$13.72	\$0.00	\$62.67
	08/01/2020	\$36.54	\$12.91	\$13.72	\$0.00	\$63.17
	12/01/2020	\$36.54	\$12.91	\$14.82	\$0.00	\$64.27
	06/01/2021	\$37.34	\$12.91	\$14.82	\$0.00	\$65.07
	08/01/2021	\$37.34	\$13.41	\$14.82	\$0.00	\$65.57
	12/01/2021	\$37.34	\$13.41	\$16.01	\$0.00	\$66.76
WAGON DRILL OPERATOR <i>LABORERS - ZONE 1</i>	12/01/2019	\$39.40	\$8.10	\$16.60	\$0.00	\$64.10
	06/01/2020	\$39.40	\$8.60	\$17.09	\$0.00	\$65.09
	12/01/2020	\$40.38	\$8.60	\$17.09	\$0.00	\$66.07
	06/01/2021	\$41.40	\$8.60	\$17.09	\$0.00	\$67.09
	12/01/2021	\$42.41	\$8.60	\$17.09	\$0.00	\$68.10
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	12/01/2019	\$48.73	\$12.50	\$15.70	\$0.00	\$76.93
	06/01/2020	\$49.83	\$12.50	\$15.70	\$0.00	\$78.03
	12/01/2020	\$50.98	\$12.50	\$15.70	\$0.00	\$79.18
	06/01/2021	\$52.08	\$12.50	\$15.70	\$0.00	\$80.28
	12/01/2021	\$53.23	\$12.50	\$15.70	\$0.00	\$81.43
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & GASFITTERS LOCAL 12</i>	03/01/2020	\$58.69	\$12.07	\$17.26	\$0.00	\$88.02
	09/01/2020	\$60.19	\$12.07	\$17.26	\$0.00	\$89.52
	03/01/2021	\$61.69	\$12.07	\$17.26	\$0.00	\$91.02
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.